



CRC BENEFITS

October News 2019

2020 OPEN ENROLLMENT

Now through November 15th

Medical, Dental and Vision Plans

As in past years, medical costs continue to rise and are expected to increase between 6–8% from 2019 to 2020, slightly less than the increase from 2018 to 2019. CRC remains committed to offering a benefits package that provides options for both you and your family’s health, wellness and financial security. As a part of this commitment, CRC will continue to share the cost of the medical coverage options by paying approximately 85% of the premium costs, while employees pay approximately 15% through per-pay-period contributions. In order to maintain that cost share, your 2020 per pay period contributions will increase by approximately 6% as shown in the chart below.

Additionally, copays, coinsurance, deductibles and out-of-pocket maximums for the medical coverage options will remain the same for 2020, except for the High Deductible Medical Plan. The IRS has increased the minimum allowable deductible to \$1,400 single/\$2,800 family.

The Dental and Vision plans contributions will remain unchanged for 2020.

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NEW FOR 2020

Habilitative Physical, Occupational, and Speech Therapy

Effective January 1, 2020, the Aetna Core and High Deductible Medical Plans will cover habilitative physical, occupational and speech therapy for certain conditions without any age, dollar or visit limits. Habilitative therapy services are services that help you keep, learn, or improve skills and functioning for daily living (e.g., therapy for a child who isn’t walking or talking at the expected age)

2020 PER-PAY-PERIOD CONTRIBUTION RATES

Coverage Level	Aetna Core	Aetna High Deductible	Kaiser	United Healthcare	Dental	Vision Basic	Vision Plus
Employee Only	\$57.69	\$17.08	\$41.08	\$54.92	\$6.00	\$0	\$2.77
Employee + One	\$115.38	\$34.15	\$82.15	\$109.38	\$12.00	\$0	\$5.08
Family	\$173.08	\$51.23	\$131.08	\$175.85	\$18.00	\$0	\$7.38



CRC SAVINGS PLAN UPDATES

2020 Annual Contribution Limits

The government limits the annual before-tax and Roth amounts that you may contribute to 401(k) plans like the CRC Savings Plan. At the time this newsletter was published, the IRS had not yet released the 2020 limits.

For 2019, this limit was **\$19,000**. The compensation limit is was **\$280,000**. CRC's matching contributions will be made to both your before-tax and after-tax contributions from your eligible pay, up to the compensation limits.

Catch-Up Contributions

Employees who will be age 50 or older by December 31, 2020, are eligible to make additional before-tax and/or Roth "catch-up" contributions to the CRC Savings Plan during 2020, up to the maximum (\$6,000 for 2019).

IMPORTANT REMINDER:

If you divorce or legally separate, your former spouse is no longer eligible for any CRC-sponsored health or life insurance coverage, regardless of stipulations in your court order. You should immediately notify CRC Benefits at CRCBenefits@crc.com once your divorce or legal separation is final. You may also consider updating your beneficiary designations.

IT'S FLU SHOT SEASON

Remember, if you use a network provider, CRC's medical plans cover flu shots for both adults and children at 100% with no deductible. Flu shots given by non-network provider will be covered under the Aetna plans, as other covered preventive services, at 70% after the deductible.

Network providers include some, but not all, retail facilities and walk-in clinics. To find a list of participating network providers and locations, consult your health plan's website or customer service center.

Aetna participants can also present their Express Scripts ID cards to receive flu shot coverage at network pharmacies.

Things to know...

Use your 2019 FSA balances now... To qualify for reimbursement, services must be rendered on or before December 31, 2019, and PayFlex must receive your claims no later than March 31, 2020.

If you change medical plan options... changing between Aetna and an HMO will require a new prescription, so make sure you allow enough time to satisfy your new plan's requirements.

Summary Annual Reports (SARs)... 2018 SARs for individuals covered under the CRC benefits program will be mailed to your home address within the next few weeks. The government requires plan sponsors to distribute these disclosures to plan participants annually.

OPEN ENROLLMENT—ACTION IS REQUIRED

Open Enrollment is taking place now through **November 15, 2019**. The 2020 Open Enrollment Guide summarizes your available choices for next year. To review your current coverage and the choices available to you in 2020, log on to MyInfo at myinfo.crc.com and select Employee Self Service > Benefits Enrollment Event. The on-screen instructions and the Open Enrollment materials will guide you through the enrollment process.

Flexible Spending Account (FSA)—ACTION REQUIRED. You must enroll to have a 2020 Health Care or Dependent Care Spending Account.

Health Savings Account (HSA)—ACTION REQUIRED. If enrolled in the High Deductible Medical Plan, you may enroll for a 2020 HSA.

Medical, Dental and Vision—NO ACTION required to retain your current coverage.

MetLaw (Group Legal)—NO ACTION required to retain your current coverage.

HEALTH CARE FLEXIBLE SPENDING ACCOUNT (FSA)

A health care flexible spending account or FSA allows you to contribute pre-tax dollars to pay for eligible health care expenses such out-of-pocket expenses include, medical, dental, prescription, hearing and vision expenses. You can also use your funds to pay for deductibles, copays and coinsurance. Here's how it works.

During Open Enrollment, estimate the amount you'll need to pay for eligible health care expenses. Assess your contributions carefully, as unused funds do not roll over at the end of the plan year and will be forfeited. Based on your estimate make an annual pre-tax contribution election to your healthcare FSA, then throughout the year use your FSA to pay for eligible health care expenses for you, your spouse and any eligible dependents.

For added convenience, the CRC Flexible Spending Account Plan utilizes the PayFlex* debit card, which allows you to access your FSA funds immediately to pay for eligible health care expenses at qualified merchants where MasterCard is accepted.

In addition, you can access your account virtually anytime anywhere through the payflex.com website or with the PayFlex Mobile App that brings the website and all its functionality to your fingertips.

Take advantage of the health care FSA and start saving now.

*The Flexing Spending Account Plan claims administrator.

The company expects and intends to continue its benefit plans but does not guarantee any specific level of benefits or the continuation of any benefit plan during any periods of active employment, inactive employment, disability or retirement. Benefits are provided solely at the company's discretion and do not create a contract of employment. The company reserves the right to modify, suspend, change or terminate any of its plans at any time. This information is applicable to eligible non-represented employees. Applicability to represented employees is governed by local collective bargaining agreements. Subject to this and future agreements, the company reserves the right to change, amend, or terminate any benefit plan at any time. The information provided in this document is not tax advice. While the information is believed to be accurate as of the print date, it is subject to change. Consult a qualified tax advisor for help in determining eligibility for any tax benefit mentioned herein.

FEDERAL NOTICES

WOMEN'S HEALTH AND CANCER RIGHTS ACT

CRC's medical plan options provide participants with medical and surgical benefits for mastectomies. If a participant has a mastectomy and, in consultation with the physician, elects to have subsequent breast reconstruction, the plan also covers all stages of reconstruction of the breast on which the mastectomy has been performed; surgery and reconstruction on the other breast to produce a symmetrical appearance; prostheses; and treatment of physical complications for all stages of the mastectomy, including lymphedema.

MEDICARE CREDITABLE DRUG COVERAGE

The medical plan provides drug coverage that is considered "creditable," meaning the plan provides coverage that is expected to be as good as or better than the lowest level of drug coverage authorized under a Medicare Part D plan. If you or one of your dependents becomes eligible for Medicare by virtue of a disability, remember to email CRCBenefits@crc.com to ensure you receive the required "Certificate of Creditable Coverage."

MATERNITY BENEFITS

CRC's medical plan options provide minimum maternity stay benefits for the mother and newborn of 48 hours following a normal delivery and 96 hours following a cesarean section. The attending physician, in consultation with the mother, may decide to discharge the mother and newborn earlier.

These benefits are subject to the same annual deductibles, coinsurance and/or copayment provisions that apply to any other medical condition.

SUMMARIES OF BENEFITS COVERAGE

As required under health care reform, a Summary of Benefits and Coverage (SBC) for each medical plan and the standardized Uniform Glossary in the government-prescribed formats are available on the *MyInfo* website. To obtain printed copies, email CRCBenefits@crc.com.

SPECIAL ENROLLMENT RIGHTS

If you have health coverage under Medicaid, or your dependent has health coverage under the Child Health Insurance Program (CHIP), and that coverage is terminated because you are, or your dependent is, no longer eligible, you or your dependent may request coverage under CRC's medical plan within 60 days of such termination of coverage, rather than the 31 days normally required upon a loss of health coverage.

In addition, under CHIP, financial assistance may be available if you meet that program's eligibility requirements.

If you or your dependent becomes eligible for Medicaid or financial assistance under CHIP, you or your dependent may request coverage under CRC's health plan within 60 days, rather than 31 days, after your eligibility determination date. For more information about available programs, refer to the enclosure entitled "Important Notice to Health Plan Participants."

Contact Us

For more information
about your CRC Benefits

Visit the website at
MyInfo.crc.com

Send an email to
CRCBenefits@crc.com

HIPAA PRIVACY NOTICE

CRC is required to periodically remind participants in the health plans listed below that the HIPAA Notice of Privacy Practices is available upon request by calling 562-999-8512 or online through *MyInfo.crc.com*.

To access the Notice online, go to *MyInfo.crc.com* and under *Benefit Resources* select *HIPAA Privacy Notice*. If you are unable to print the Notice, email *CRC Benefits* at CRCBenefits@crc.com for a printed copy.

The CRC health plans subject to HIPAA notification are the following:

- California Resources Corporation Medical Plan
- California Resources Corporation Dental Plan
- California Resources Corporation Vision Plan
- California Resources Corporation Retiree Medical Plan
- California Resources Corporation Retiree Dental Plan
- California Resources Corporation Flexible Spending Account Plan